

## FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020

### WORKERS' COMPENSATION

#### WORKERS' COMPENSATION BOARD REGIONAL OFFICES

AUGUSTA	LEWISTON	BANGOR	PORTLAND	CARIBOU
100 State Street, Suite 205 Lewiston, ME 04241-0211 Augusta, ME 04303-9160 207-537-2700 1-800-480-4864	30 Millbrook Way Lewiston, ME 04241-0211 Augusta, ME 04303-9160 207-537-2700 1-800-480-4864	380 Park Road, Suite 100 Bangor, ME 04401-0400 207-947-4400 1-800-480-4864	1077 Forest Avenue, Suite 111 Portland, ME 04103-1000 207-622-4400 1-800-480-4864	43 Main Street, Suite 110 Caribou, ME 04747-2047 207-932-4400 1-800-480-4864

Visit our website at [www.maine.gov](http://www.maine.gov)

#### Notice of Employees:

State law requires you to provide workers' compensation insurance for employees. Workers' compensation insurance provides benefits to employees who are injured or become disabled.

If you are a self-employed individual, you may be eligible for workers' compensation benefits. For more information, contact the Maine Department of Labor.

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## Notice to Employers / Employees

Your state has the most minimum wage law which is setting a new wage regarding the aspects of that law. Employers are still required to post the **Federal Minimum Wage Notice** from the U.S. Dept. of Labor. Labor Law Standards Act in addition to its state posted. **Federal and state law have different minimum wage rates, the higher standard applies.**

### This Posting is for Informational Purposes Only

## Maine Workplaces Support Nursing Employees

An employer who is found to have violated this law through a finding of a civil penalty of \$100-\$500 for every violation.

This document is a collaborative effort of the **Maine WU/NRN Program** and the **Maine Department of Labor**.  
<https://www.maine.gov/dol/posters/>

Additional breastfeeding protection in Maine:  
The Nursing in Public Law (MSA 26:0416) provides protection to parents who nurse or pump.  
An employer may not discipline or discriminate against an employee who exercises the right provided under this law.

What can employers not do during the workplace assault?  
• Deny an employee's request for a transfer.  
• Deny an employee's request for a change in assignment.  
• Deny an employee's request for a change in supervisor.

Why do we have workplace support requirements?  
• To ensure that employees who are injured or become disabled while working for you are able to return to work.  
• To ensure that employees who are injured or become disabled while working for you are able to return to work.

## Regulation of Employment

Labor Law of the State of Maine provides protection for people who work in Maine. The Maine Department of Labor administers the law, which all employers must follow. Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.

This poster describes some important parts of the laws of a copy of the actual law or formal interpretations may be obtained from the Department of Labor, Bureau of Labor Standards, by calling 207-623-7900. (The laws are also available on our website.)

**Maine Law (Title 26 M.R.S.A. § 4-2)** requires every employer to place this poster in the workplace where workers can easily see it.  
<https://www.maine.gov/dol/posters/>

**Family Medical Leave**  
An employer who has worked for at least 12 weeks for 12 months before the start of the leave is eligible for 12 weeks of unpaid leave for a family member who is unable to work because of a serious health condition.

**Leaves to Care for Family**  
An employer who has worked for at least 12 weeks for 12 months before the start of the leave is eligible for 12 weeks of unpaid leave for a family member who is unable to work because of a serious health condition.

**Earned Income Tax Credit**  
Employees who are eligible for the credit may claim it on their federal income tax return. The credit is a refundable tax credit that can be used to offset federal income tax liability.

**Family Violence of Violence, Assault, Sexual Assault or Stalking**  
An employer who has worked for at least 12 weeks for 12 months before the start of the leave is eligible for 12 weeks of unpaid leave for a family member who is unable to work because of a serious health condition.

**At-Will Employment - Under Maine Law, an at-will employment may be terminated for any reason not specifically prohibited by law.**

In most instances, you are an at-will employee unless you are covered by a collective bargaining agreement or other contract that limits termination. If you have questions about at-will employment, contact your human resources department or the Bureau of Labor Standards.

**Veterans' Benefits & Services**  
Benefits and Services for Maine Veterans can be accessed through the Department of Defense, Veterans and Emergency Management and the Maine Bureau of Veterans' Services.

**Maine Law (Title 26 M.R.S.A. § 4-2)** requires every employer to place this poster in the workplace where workers can easily see it.  
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**Child Labor Laws**  
Child Labor Laws of the State of Maine provide protection for people under the age of 18 in both agricultural and non-agricultural jobs. The Maine Department of Labor administers the laws, which all employers must follow.

**Whistleblower's Protection Act**  
Protection of Employees Who Report or Refuse to Commit Illegal Acts  
This poster describes some important parts of the law. A copy of the actual law or formal interpretations may be obtained from the Department of Labor, Bureau of Labor Standards, by calling 207-623-7900. (The laws are also available on our website.)

**Minimum Wage**  
Maine Law (Title 26 M.R.S.A. § 4-2) requires every employer to place this poster in the workplace where workers can easily see it.  
<https://www.maine.gov/dol/posters/>

**Work Hours 14 and 15 year olds**  
• No more than 8 hours in any one day (weekend, holiday, vacation or other day).  
• No more than 10 hours in any week (paid or not work day).

**When School is in Session**  
• No more than 3 hours in a school day, including holiday, vacation, or other day.  
• No more than 10 hours in a week (paid or not work day).

**When School is Not in Session**  
• No more than 8 hours in a school day.  
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**Sexual Harassment on the Job is Illegal**  
If you feel you have been discriminated against, contact:  
Maine Human Rights Commission  
Augusta, Maine 04303-1000  
Phone: (207) 623-7900  
TTY: Maine 1-800-480-4864

## Minimum Wage

Labor Laws of the State of Maine provide protection for people who work in Maine. The Maine Department of Labor administers the laws, which all employers must follow. Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.

**Minimum Wage is \$14.65 per hour effective January 1, 2025**

**Statement of Employees:**  
Every employer who employs a person for wages or other compensation must provide a statement of wages paid to all employees.

**Recording:**  
Employers must keep records for 3 years, accurate records of hours worked and wages paid to all employees.

**OverTime:**  
Employees who work more than 40 hours in a week are eligible for overtime pay. Overtime pay is 1.5 times the regular rate of pay.

**Exemptions from Overtime:**  
Maine exempts certain employees from overtime pay. Exemptions include:  
• Executive, administrative, or professional employees.  
• Employees who are paid on a salary basis.  
• Employees who are paid on a piecework basis.

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## Maine Employment Security Law

This poster is designed to notify individuals of their rights regarding the claim for unemployment benefits. It does not cover all of the rights of claimants. For more information, contact:  
<https://www.maine.gov/dol/posters/>

**Full- and Part-Time Workers**  
How to claim unemployment benefits:  
• You must be unemployed through no fault of your own.  
• You must be able and ready to accept suitable work.

**Weekly unemployment benefits:**  
• Benefits are paid weekly for up to 26 weeks.  
• The amount of benefits is based on your earnings during the base period.

**Appeal:**  
If you disagree with a determination of eligibility for benefits, you may appeal the decision. The appeal process is free of charge.

**Unemployment benefits are taxable:**  
• Unemployment benefits are taxable income.  
• You must report them on your federal income tax return.

**Video Display Terminals**  
The Maine Video Display Terminal (VDL) Law gives certain rights to computer workers.  
• Employers must provide training and information.  
• Employers must provide a safe and healthy work environment.

**Education and Training (MSA Title 26:051)**  
Employers who employ video display terminal operators must provide training and information.  
• Training must be provided for up to 12 weeks.  
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**At-Will Employment - Under Maine Law, an at-will employment may be terminated for any reason not specifically prohibited by law.**

In most instances, you are an at-will employee unless you are covered by a collective bargaining agreement or other contract that limits termination. If you have questions about at-will employment, contact your human resources department or the Bureau of Labor Standards.

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